

LGBTIQA+ ACTIONS

Action	Measure	Timeframe
Monitor trends and maintain a broad understanding of the concerns of LGBTIQA+ people and their communities, proactively addressing issues	Number and diversity of workshops, forums and events that increase social connection and communication.	ONGOING
Celebrate and support the TasPride Festival each year through community promotion, delivering and supporting public events.	Delivery of the TasPride launch at Town Hall including opportunities to display relevant community flags outside council buildings.	ONGOING
Foster and promote the Youth Arts and Recreation Centre (Youth ARC) as a proudly inclusive venue for young LGBTIQA+ people by creating opportunities to highlight their skills and talents.	Number and diversity of Youth ARC Pride activities.	ONGOING
Promote and provide opportunities for LGBTIQA+ artists to exhibit their creative practice, celebrate community pride and highlight concerns through public art..	Opportunities to exhibit and promote work by LGBTIQA+ artists and creative producers.	ONGOING
Recognise and celebrate specific LGBTIQA+ international days in collaboration with communities and the sector and support and deliver events, forums, workshops, information sessions or other awareness raising projects.	Opportunities to display relevant community flags outside council buildings. Number and diversity of workshops, forums and events.	ONGOING
Facilitate the City of Hobart LGBTIQA+ Reference Group, to oversee the implementation of the LGBTIQA+ actions, support the delivery of projects, and advise Council on the aspirations and concerns of LGBTIQA+ communities.	Number of meetings per year, number and diversity of LGBTIQA+ members.	QUARTERLY
Coordinate City of Hobart participation of staff and Elected Members in the Tas Pride Parade.	Number of Staff, EMs and volunteers attending the parade.	ANNUALLY
Include LGBTIQA+ communities in the Hobart Respects All initiative to celebrate the achievement and diversity as well as raising awareness of harassment, discrimination, and violence towards LGBTIQA+ community members.	Opportunities to connect LGBTIQA+ Reference Group to HRH activities.	ANNUALLY

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Explore opportunities to highlight and celebrate the history, diversity and lived experience of LGBTIQA+ community members.	Opportunities to connect LGBTIQA+ history groups	ONGOING
Review and recommend consistent improvements to City of Hobart publications and online platforms, to promote inclusive and equitable gender diversity and pronoun recognition.	Opportunities to connect with internal staff and improve the CoH forms and communications.	ONGOING
Work with LGBTIQA+ communities, Tasmania Police and Equal Opportunity Tasmania to promote existing reporting mechanisms and identify and address the barriers to the reporting of hate crimes experienced by LGBTIQA+ people.	Number and diversity of workshops, forums and events that increase social connection and communication with the LGBTIQA+ communities' representatives.	ONGOING
Ensure that Mathers House and the Still Gardening program actively encourage participation by LGBTIQA+ community members and volunteers aged 50+.	Opportunities to connect HOPRG and LGBTIQA+ groups with other older persons reference groups and/or networks.	ANNUALLY
In collaboration with the local sector, provide inclusion and equity training for City employees and Elected Members that highlights the lived experience of trans and gender diverse community members.	Training identified and delivered.	ONGOING
Identify and address the barriers to LGBTIQA+ people participating fully in community life and the use of public spaces and City of Hobart venues, with the aim of reducing social isolation.	Documentation of barriers and number and diversity of opportunities to address social isolation.	ONGOING
Coordinate the City of Hobart LGBTIQA+ and allies employee network, to enhance workplace inclusion in order to strengthen City of Hobart as an employer of choice.	Numbers of meetings, number and diversity of membership and opportunities to improve workplace culture.	ONGOING
Acknowledge and support LGBTIQA+ Domestic Violence Awareness Day, identifying opportunities to promote awareness of, and advocate support for, LGBTIQA+ people who experience intimate partner violence.	Opportunities to promote awareness and increase community understanding.	ONGOING